



Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

July 15, 2009

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Wage Settlements Covering 500 or More Employees

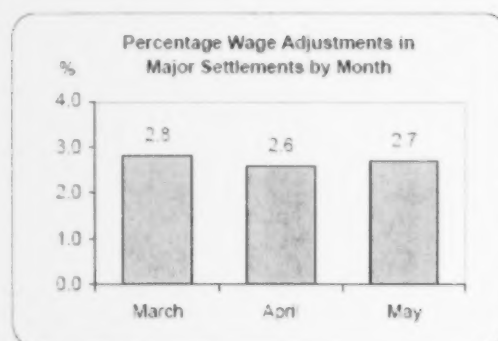
May 2009

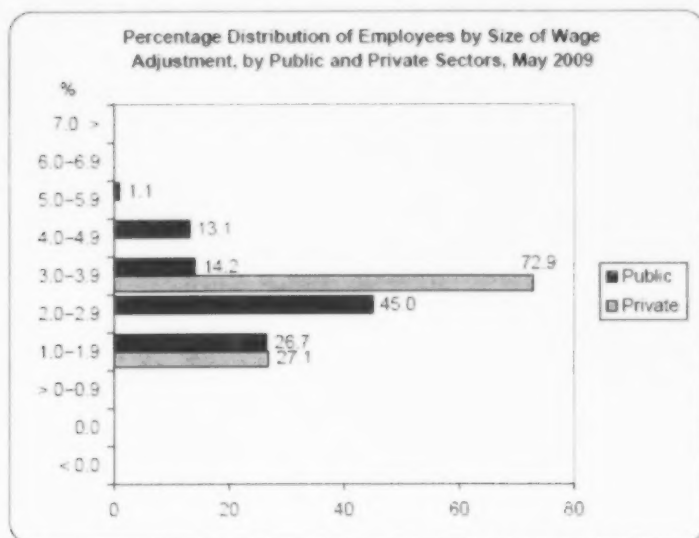
Major collective bargaining settlements reached in May 2009 provided base-rate wage adjustments averaging 2.7% annually over the contract term. The results are based on a review of 34 settlements and cover 77,120 employees.

When the parties to these settlements previously negotiated, contract durations averaged 42.8 months and the wage adjustments, 3.0%, compared to 40.6 and 2.7% in their current round of settlements.

The May figure was largely influenced by 23 agreements covering 37,780 employees in the education, health, and social services sector (accounting for 68% of the total number of agreements and 49% of the total number of employees). This sector recorded an average annual wage increase of 2.7%. The vast majority of the agreements were in the Ontario education sector, most with wage adjustments averaging 2.5%, while a few had wage adjustments of 3.0 to 3.5%.

The majority of agreements (91%) and employees (96%) in May 2009 were in the public sector. The results are based on a review of 31 settlements and cover 74,170 employees, and the wage adjustments averaged 2.7%, the same as in the previous month.





The public sector includes the 23 agreements in the education, health, and social services sector mentioned above. The City of Ottawa provided 5,930 inside and outside employees with a wage adjustment averaging 2.6%, and the Government of Ontario provided 7,000 advisors and systems professional employees with a wage adjustment averaging 1.9%. The Government of Canada provided 12,790 computer operators employees with a wage adjustment averaging 1.8%.

Private-sector wage adjustments averaged 2.9%, an increase from the 2.0% figure recorded in the previous month. The results are based on a review of 3 settlements and cover 2,950 employees.

On a jurisdictional basis, Newfoundland and Labrador recorded the largest average wage adjustment at 5.0% (1 agreement covering

810 employees). The smallest average wage adjustment was recorded in the federal jurisdiction at 1.8% (1 agreement covering 12,790 employees). The largest concentration of agreements (74%) and employees (66%) was in Ontario where wage adjustments averaged 2.5%.

On an industry basis, average wage adjustments ranged from a low of 2.2% in the manufacturing sector (2 agreements covering 1,450 employees), to a high of 4.5% in the transportation sector (1 agreement covering 1,800 employees). The largest concentration of agreements and employees was in the education, health, and social services sector (68% of agreements with 49% of employees) where wage adjustments averaged 2.7%.

In May 2009, 26.7% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 43.2% of employees received adjustments in the 2.0 to 2.9% range; 16.4% of employees received adjustments in the 3.0 to 3.9% range; 12.6% of employees received adjustments in the 4.0 to 4.9% range; 1.1% of employees received adjustments in the 5.0 to 5.9% range.

Wage adjustments for the year-to-date (January to May 2009) averaged 2.5%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009		
	March	April	May
Sectors			
Public Sector	2.9	2.7	2.7
Private Sector	2.5	2.0	2.9

	2009		
	March	April	May
All Industries/Jurisdictions			
Average Annual Adjustment	2.8	2.6	2.7
Non-COLA	2.8	2.6	2.7
COLA	-	3.0	-
First-Year Adjustment	3.4	2.4	2.5
Non-COLA	3.4	2.4	2.5
COLA	-	3.0	-
Industries			
Utilities	3.0	3.0	-
Construction	-	3.7	-
Manufacturing	3.0	1.6	2.2
Wholesale and Retail Trade	1.9	1.4	-
Transportation	2.3	2.3	4.5
Information and Culture	3.0	1.5	-
Finance and Professional Services	1.7	2.1	3.5
Education, Health and Social Services	3.8	2.7	2.7
Entertainment and Hospitality	-	1.5	-
Public Administration	2.3	2.4	2.6
Jurisdictions			
Newfoundland and Labrador	-	-	5.0
Prince Edward Island	4.0	-	-
Nova Scotia	5.1	-	-
Quebec	2.0	1.8	3.0
Ontario	2.9	2.6	2.5
Manitoba	2.4	3.5	-
Alberta	4.2	3.7	4.5
British Columbia	-	2.9	3.5

	2009		
	March	April	May
Public Service Staff Relations Act	1.8	1.7	1.8
Canada Labour Code Part I	2.8	2.0	-
Federal Jurisdiction	2.0	1.9	1.8

Average Annual Percentage Wage Adjustments by Quarter

	2008			2009
	2 nd	3 rd	4 th	1 st
Sectors				
Public Sector	3.1	4.5	3.4	2.4
Private Sector	1.7	3.0	3.0	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	2.4	4.1	3.3	2.4
Non-COLA	2.8	4.1	3.4	2.4
COLA	1.2	4.1	2.4	3.0
First-Year Adjustment	2.3	5.6	3.5	3.1
Non-COLA	3.0	5.5	3.5	3.1
COLA	0.6	6.0	2.4	3.0
Industries				
Primary Industries	3.4	-	3.2	2.5
Utilities	2.1	3.5	-	4.1
Construction	-	4.7	-	-
Manufacturing	1.0	3.1	1.9	2.9
Wholesale and Retail Trade	1.7	2.5	3.4	1.9
Transportation	2.9	3.2	2.9	1.8
Information and Culture	2.1	1.6	2.0	1.9
Finance and Professional Services	2.9	-	2.9	1.7

	2008			2009
	2 nd	3 rd	4 th	1 st
Education, Health, and Social Services	3.9	4.7	3.4	3.5
Entertainment and Hospitality	1.2	2.3	3.2	2.5
Public Administration	3.3	3.0	3.4	2.0
Jurisdictions				
Newfoundland and Labrador	5.0	-	5.0	5.0
Prince Edward Island	-	3.0	-	3.6
Nova Scotia	2.9	4.7	-	3.0
New Brunswick	3.0	3.7	3.7	-
Quebec	2.1	2.8	2.5	1.6
Ontario	1.8	2.9	3.0	2.5
Manitoba	3.5	3.4	1.8	2.8
Saskatchewan	-	6.2	3.5	-
Alberta	4.7	5.3	5.0	4.4
British Columbia	3.4	2.6	2.5	-
Territories	4.4	-	-	-
Public Service Staff Relations Act	2.5	-	-	1.8
Canada Labour Code Part I	2.6	3.3	2.7	2.0
Federal Jurisdiction	2.6	3.3	2.7	1.8

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.2	2.6	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.3	2.5
Non-COLA	2.5	3.2	3.4	2.5
COLA	2.7	3.5	2.0	3.0

	2006	2007	2008	2009
First-Year Adjustment	2.5	3.8	3.6	2.8
Non-COLA	2.4	3.9	3.8	2.8
COLA	2.7	3.6	1.9	3.0
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.2	3.3
Construction	3.7	3.3	5.4	3.7
Manufacturing	2.4	2.6	1.5	2.3
Wholesale and Retail Trade	1.2	2.4	2.8	1.8
Transportation	2.1	2.7	3.0	2.5
Information and Culture	2.5	3.0	2.0	1.8
Finance and Professional Services	2.9	3.5	2.9	2.4
Education, Health, and Social Services	2.6	3.5	3.8	3.1
Entertainment and Hospitality	2.9	3.3	1.8	2.0
Public Administration	2.8	3.5	2.8	2.1
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.2	4.1	3.0
New Brunswick	3.0	2.5	3.7	-
Quebec	2.0	3.2	2.4	1.9
Ontario	2.5	3.0	2.7	2.5
Manitoba	2.6	3.0	3.4	2.8
Saskatchewan	2.1	4.1	5.1	-
Alberta	3.4	4.9	4.8	4.4
British Columbia	2.5	3.0	2.7	3.0
Territories	3.0	3.0	4.4	-

	2006	2007	2008	2009
Multiprovince	3.8	4.0	-	-
Public Service Staff Relations Act	2.7	3.1	2.5	1.8
Canada Labour Code Part I	2.0	2.7	3.0	2.0
Federal Jurisdiction	2.3	2.9	2.9	1.8

Note: Data for 2009 cover the months of January through May.

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.2	3.3
2008	3.5	2.6	3.3
2009	2.5	2.5	2.5

Note: Data for 2009 cover the months of January through May.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in May 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Sun Valley Foods London, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	800	1.6	47.9	Jun 01, 2013
Vêtements Peerless Inc. Montréal, Quebec Teamsters Canada (CtW/CLC) production employees	650	3.1	27.0	Feb 28, 2011
2 agreements	1,450	2.2	38.5	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Transportation				
City of Edmonton Edmonton, Alberta Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; transit supervisors; service and maintenance employees	1,800	4.5	23.9	Dec 18, 2010
1 agreement	1,800	4.5	23.9	
Finance and Professional Services				
Sodexo MS Canada Limited province-wide, British Columbia Canadian Union of Public Employees (CLC) cleaners, attendants, etc.	1,500	3.5	48.0	Sep 30, 2012
1 agreement	1,500	3.5	48.0	
Education, Health, and Social Services				
Avon Maitland District School Board Seaforth, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	600	2.5	48.0	Aug 31, 2012
Bluewater District School Board Chesley, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	590	2.5	48.0	Aug 31, 2012
Concordia University Montréal, Quebec Concordia University Faculty Association (Independent-local) professors; librarians	790	3.0	60.0	May 31, 2012
District School Board of Niagara St. Catharines, Ontario; and Welland, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	1,500	2.5	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
District School Board of Niagara St. Catharines, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	580	3.5	48.0	Aug 31, 2012
Government of Newfoundland and Labrador and College of North Atlantic province-wide, Newfoundland and Labrador Newfoundland and Labrador Association of Public and Private Employees (CLC) instructors; lecturers	810	5.0	48.0	Aug 31, 2012
Grand Erie District School Board Brantford, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	1,100	2.5	48.0	Aug 31, 2012
Grand Erie District School Board Brantford, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	500	3.5	48.0	Aug 31, 2012
Greater Essex County District School Board Windsor, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	1,460	2.5	48.0	Aug 31, 2012
Hamilton-Wentworth District School Board Hamilton, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	2,010	2.5	48.0	Aug 31, 2012
Hamilton-Wentworth District School Board Hamilton, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	750	2.5	48.0	Aug 31, 2012
Kawartha Pine Ridge District School Board Peterborough, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	1,200	2.5	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Lambton Kent District School Board Sarnia, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	590	3.4	48.0	Aug 31, 2012
Ottawa-Carleton District School Board Ottawa, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	1,650	3.0	48.0	Aug 31, 2012
Rainbow District School Board Sudbury, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	640	2.5	48.0	Aug 31, 2012
Simcoe County District School Board Midhurst and area, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	2,000	2.5	48.0	Aug 31, 2012
Thames Valley District School Board London, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	2,850	2.5	48.0	Aug 31, 2012
Thames Valley District School Board London, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	1,750	3.0	48.0	Aug 31, 2012
Toronto District School Board Toronto, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	10,380	2.5	48.0	Aug 31, 2012
Toronto District School Board Toronto, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	3,700	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Trillium Lakelands District School Board Lindsay, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	720	2.5	48.0	Aug 31, 2012
Upper Canada District School Board Brockville, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	560	2.5	48.0	Aug 31, 2012
Upper Canada District School Board Brockville, Ontario Elementary Teachers' Federation of Ontario (CLC) elementary teachers	1,050	2.5	48.0	Aug 31, 2012
23 agreements	37,780	2.7	48.3	
Public Administration				
City of Calgary Calgary, Alberta Canadian Union of Public Employees (CLC) inside employees; technical employees	2,700	4.6	23.9	Jan 02, 2011
City of Edmonton Edmonton, Alberta Canadian Union of Public Employees (CLC) outside employees	2,000	4.5	23.9	Dec 18, 2010
City of Edmonton Edmonton, Alberta Civic Service Union No. 52 (Independent-local) office employees; technical employees	3,200	4.5	23.9	Dec 18, 2010
City of Ottawa Ottawa, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	5,930	2.6	36.0	Dec 31, 2011
Durham Regional Police Services Board Oshawa, Ontario Durham Regional Police Association (Independent-local) police officers	970	3.1	24.0	Dec 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Government of Canada Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) computer operators	12,790	1.8	36.0	Dec 21, 2010
Government of Ontario province-wide, Ontario Association of Management, Administrative and Professional Crown Employees of Ontario (Independent-natl.) advisors and systems professional employees	7,000	1.9	36.0	Mar 31, 2012
7 agreements	34,590	2.6	32.9	
Agreements with COLA - 0 agreement	0	0.0	0.0	
Agreements without COLA - 34 agreements	77,120	2.7	40.6	
All Agreements - 34 agreements	77,120	2.7	40.6	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	15,050	B/MED/ARB/ TENT/CO	Apr 07/Jan 08
Canada Revenue Agency	PIPSC	10,440	PMB	Dec 07
Canada Post Corporation	APOC	3,100	ARB	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08

Employer	Union	Employees	Status*	Expiry Month
CBC/Radio-Canada (province of Quebec and Moncton, N.B.)	CSN	980	B	Mar 09
National Research Council Canada	RCEA	950	B/TENT	Jul 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Private Sector				
Air Canada	Various unions	22,520	CO	May 09/Jul 09
Bell Canada (Ont. and Que.)	CEP	15,370	TENT/B	May 09
Canadian National Railway Company	Teamsters	2,000	CO	Dec 07/Dec 08
Jazz Air LP	CAW Canada	1,890	B/CO	Jun 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
Greyhound Canada Transportation Group	ATU	1,050	TENT	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Jazz Air LP	CFAU	740	B	Jun 09
NAV CANADA	CAW Canada	360	B	Jun 09
Provincial and Territorial Jurisdictions				
Public Sector				
City of Toronto	CUPE	29,100	WS	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU/HSAS	27,500	B/CO	Mar 08/Mar 09
City of Montréal	Various unions	14,030	B/ARB	Dec 06/Aug 08
College Compensation Appointments Council	OPSEU	8,600	B	Aug 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	B	Mar 09
City of Ottawa	CUPE/CIPP	5,020	TENT/B	Dec 08
McMaster University (Ont.)	CAW Canada/CUPE	4,280	B	Jun 09/Aug 09
Emergency Health Services Commission of British Columbia	CUPE	3,500	WS/MED	Mar 09
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
City of Edmonton	Police	1,450	B	Dec 08
City of Calgary	Police	1,440	B	Jan 09
City of Québec	Various unions	1,310	B/ARB	Dec 06
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
Government of Yukon	Yukon Teachers' Association	690	B	Jun 09
Government of Nunavut	Nunavut Teachers' Association	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	B	Mar 09

Private Sector

Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	5,000	B	Jun 09
Vale Inco (Ont.)	USW	3,260	B	May 09
Mechanical Contractors Association of N.B. Inc.	UA	1,500	B	Jun 09
Prévost Car Inc. (Que.)	CAW Canada	1,200	B	Jun 09
Lake Erie Steel GP Inc. (Ont.)	USW	1,000	B	Jun 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
 B - Bargaining
 BaWS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 MaWS - Mediation after work stoppage

PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Notes:

The short dash (-) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07-Jan 08**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08**.

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Penauille Servisair Inc.	IAM	1,200	Jun 09
NAV CANADA	IBEW	770	Aug 09

Major Work Stoppages

Involving 500 or more employees, from June 19 to July 2, 2009

Employer, Location, Union, and Employees	Issues	Starting	Ending
City of Toronto Toronto, Ontario Canadian Union of Public Employees 24,000 inside and outside employees	Not available	Jun 22/2009	
Kellogg Canada Inc. London, Ontario Bakery, Confectionery, Tobacco Workers and Grain Millers International Union 500 plant and maintenance employees	Not available	Jun 5/2009 Lockout	Jul 1/2009
National Steel Car Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 1,060 plant and maintenance employees	Not available	Apr 6/2009	Jun 25/2009
City of Windsor Windsor, Ontario Canadian Union of Public Employees 1,550 inside and outside employees	Not available	Apr 18/2009	
Emergency and Health Services Commission Kamloops, Prince George, Vancouver and Victoria, British Columbia Canadian Union of Public Employees 3,500 ambulance paramedics and dispatchers	Wages and working conditions	Apr 1/2009	

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

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- working conditions
- work stoppages
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- union membership
- innovative workplace practices

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